

**Vacancy**

Evangelical Alliance appointment of

# Scotland associate

(graduate scheme)



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# Introduction from the CEO

The Evangelical Alliance is the largest and oldest body serving evangelical Christians in the UK. Since 1846, we've been uniting Christians and making their voices heard in the corridors of power. We've also been equipping churches for mission, inspiring them to drive the spiritual, social and physical transformation of their communities.

In John 17 – the final prayer of Jesus – Christ prays: “I in them and you in me – so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.” We believe that the unity Jesus prayed for is reflected in the church coming together, setting aside denominational differences, and working together for the gospel.

This is an exciting and challenging time to be a part of this organisation that I'm so privileged to lead. Our annual report, included in this document, gives you a flavour of the projects, programmes and campaigns that we've been involved in over the past year and just how we are making a difference. We remain committed to our vision of together making Jesus known and are excited to be recruiting to our graduate scheme in 2026–2027.

Thank you for taking the time to consider applying to the Evangelical Alliance. We're praying that God brings the right people to us.

*Gavin Calver*

**Gavin Calver**  
CEO  
Evangelical Alliance

# About the Evangelical Alliance

**The Evangelical Alliance joins together hundreds of organisations, thousands of churches and tens of thousands of individuals for the sake of the gospel. Working across the UK, with offices in London, Cardiff, Stockport, Glasgow and Belfast, our members come together from across denominations, locations, age groups and ethnicities, all sharing a passion to know Jesus and make Him known. Today our dedication to serving the church, and society at large, is as strong as ever.**

Like the evangelicals who have gone before us – those who abolished the slave trade, those who reformed our justice system, those who championed education for all – we are dedicated to blessing those around us as we worship God with all that we have and all that we are.

Today it is evangelicals who are at the heart of debt counselling, street pastors, night shelters and foodbanks. Today it is active evangelical faith that is making a profound difference throughout our communities for the sake of the gospel. We speak up on behalf of those who are maligned and marginalised, affirming freedoms and proclaiming the good news of Jesus in words and in action.

We love Jesus and we want everyone in the UK to be given an opportunity to know Him. We love His church, and we will do all we can to unite evangelicals, building confidence in the gospel and speaking as a trusted voice into society to see it changed for Him.

[eauk.org](http://eauk.org)

# The Evangelical Alliance

## Graduate scheme

The Evangelical Alliance is pleased to announce it is offering another year of its successful graduate scheme.

We are offering up to six paid roles across our offices as part of a programme looking to equip and release some of the best and the brightest talent to serve the UK church. These posts are aimed at both graduates and those who have gained equivalent life experience.

We have designed a training programme incorporating weekly content from a range of contributors. This will include theological input, understanding our cultural context, leadership, communications, personal development and much more. You will report to a line manager who will oversee and manage your workload, and you will have opportunities to develop mentoring-style relationships. There will be interaction with the other graduates on the scheme as well as the wider staff team.

The main training component will be delivered for two hours on a Tuesday afternoon, which must be working time for each of the posts. Other training will be delivered on an ad hoc basis. Successful applicants will also attend and participate in regular prayer gatherings and engage in team-wide worship and wider staff gatherings.

The scheme will run from the week commencing 7 September 2026 until 21 May 2027. There may be some flexibility in working hours, and these should be discussed at interview and agreed with line managers.

## **We are offering the following posts:**

**Belfast – Northern Ireland associate** – three days (21 hours) per week – one post. Candidates will be passionate about serving the wider church in Northern Ireland and/or interested in church engagement in politics, the media and wider public life. You will have an understanding of the major issues of public debate in Northern Ireland and will be able to connect biblical teaching to some of these issues.

**Glasgow – Scotland associate** – three days (21 hours) per week – one post. Candidates will be interested in research in public policy and have a desire to see the evangelical church engaged in these issues and growing in its mission. You will have a good knowledge of political structures and processes in Scotland and be comfortable communicating issues from an evangelical Christian perspective.

**London – people and culture associate** – three days (21 hours) per week, negotiable – one post. Candidates will contribute to the development of good practice relating to workplace wellbeing and culture and be interested in research projects contributing to the improvement of employment practice, alongside administering records and events.

**London – advocacy associate** – three days (21 hours) per week, negotiable – one post. Candidates will have an interest in public life and public policy, with strong political awareness and the ability to grasp complex issues. You will feel at home investigating and communicating diverse policy issues from an evangelical Christian perspective.

**London – gospel impact associate** – three days (21 hours) per week, negotiable – one post. Candidates will be passionate about equipping and inspiring churches, organisations and everyday Christians to share the good news of Jesus with those around them. You will be involved in creating content, communicating to diverse audiences and providing administrative support to the gospel impact team.

**London (negotiable) – web development associate** – three days (21 hours) per week, negotiable – one post. Candidates will have experience in website development and will have a good knowledge of website maintenance and analytics. You will be involved in supporting the digital and membership teams in delivering web-based projects that further the Evangelical Alliance’s mission and strategic plan.

Applicants are welcome to apply for more than one post. In order to do so, they will need to complete the generic application form and should make it clear on the application form itself which roles they wish to apply for. Some roles request answers to specific questions and applicants will need to ensure that this is done for each role for which they wish to be considered.

These posts are subject to an Occupational Requirement that the postholder is a committed evangelical Christian under Part 1 of Schedule 9 to the Equality Act 2010 or the equivalent in each part of the UK.

# About the role

**Job title:** Scotland associate (graduate scheme)

**Responsible to:** Public policy officer (Scotland)

## Overall role objectives:

- To support the advocacy work of the Evangelical Alliance in Scotland through researching, analysing and reporting on public policy and legislation being considered by the Scottish Government and Scottish Parliament.
- To support our membership and evangelical Christians across Scotland to engage well in the public square.
- To support and assist the broader work of the Evangelical Alliance in Scotland as directed.

## Key responsibilities:

- Monitor the work of the Scottish Government and Scottish Parliament to support the work of public policy in Scotland.
- Support in the development of responses to policy consultations on behalf of the Evangelical Alliance in Scotland.
- Help communicate with members of the Evangelical Alliance in Scotland on matters related to public policy through channels such as emails and social media.
- Mobilise members of the Evangelical Alliance in Scotland to pray about important policy-related issues.
- Support the work of the public policy officer in engaging with Scottish Government ministers, MSPs and civil servants.
- Complete a project that contributes to the advocacy work of the Evangelical Alliance in Scotland.
- Help plan and support the delivery of events on a range of topics that equip and engage our members in Scotland.
- Participate in the wider work of the Evangelical Alliance in Scotland as directed by the head of the Evangelical Alliance in Scotland.
- Option to participate in the Public Leader programme in Scotland, assisting in the organisation of Public Leader events in Scotland as required and as capacity allows.

## There are some activities which apply to all members of staff, and these are listed below:

- To further the aims and objectives of the Evangelical Alliance.
- To support the values of the Evangelical Alliance.
- To undertake training/personal development through participation in the Evangelical Alliance's performance review programme.

- To manage one's own learning and contribute to the learning of others.
- To take part in other Evangelical Alliance activities arranged centrally or by other teams where appropriate.
- To participate in and take turns in leading staff prayers and staff worship.
- To maintain and develop the ethos of the Evangelical Alliance with reference to the [Ethos statement](#) and [Code of conduct](#).
- To regularly pray for the work of the Evangelical Alliance.

*The above list of job duties is not exclusive or exhaustive and the postholder will be required to undertake such tasks as may reasonably be expected within the scope and level of the post.*

**This post is subject to an Occupational Requirement that the postholder is a committed evangelical Christian under Part 1 of Schedule 9 to the Equality Act 2010.**

## About you

# Your experience, skills and abilities

*The role of Scotland associate (graduate scheme) requires a committed Christian who can demonstrate the following that will be tested at Application (A), Interview (I), Exercise (E) and Reference (R).*

**E** = Essential / **D** = Desirable

### Your education/training:

- Educated to degree level or equivalent relevant experience – **E** (A/I)

### Your experience:

- Research experience, including analysing complex written materials – **E** (A/I/E)
- Knowledge and experience of public campaigning or organising events – **D** (A/I)
- Broad understanding of the Christian church scene in Scotland, in particular the evangelical community – **D** (A/I)

### Your skills/abilities:

- A good knowledge of the political structures and processes in Scotland and how they interact with Westminster – **E** (A/I)
- Understanding of the major issues of public debate in Scotland today and of biblical teaching on some of these issues – **E** (I)
- Capacity for analysing political arguments and interpreting them from a biblical perspective – **E** (I)
- Ability to communicate evangelical values and principles – **E** (A/I)
- Ability to work unsupervised and take responsibility for tasks described in the job description – **E** (A/I/R)
- Good influencing skills – **E** (A/I)
- Excellent written and verbal communication skills, with the ability to adapt tone and style to suit different audiences – **E** (A/E)
- Excellent organisational skills, with the ability to plan, prioritise tasks and work to deadlines – **E** (A/I/R)
- Confident in using Microsoft Office – **E** (A)

## Your personal qualities:

- A clear commitment to the Christian faith and agreement with the Evangelical Alliance's Basis of faith and Ethos statement – **E (A/I)**
- Able to identify and be committed to the vision and mission of the Evangelical Alliance and to reflect our values – **E (A/I)**
- Regular commitment to and participation in the life of a local evangelical church and an ongoing commitment to personal Christian discipleship – **E (A/I/R)**
- Excellent relational skills – **E (I/R)**
- Prayerful and keen to mobilise others to pray – **E (I)**
- Willingness to work occasionally outside of normal working hours – **E (A/I)**

# ANNUAL REPORT SNAPSHOT 2024-25

**“I have given them the glory that you gave me, that they may be one as we are one – I in them and you in me – so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.”**

John 17:22–23



**T**he Lord has shown us such grace and favour this year. Firstly, I want to say a huge welcome to the more than 5,500 personal members who joined the Evangelical Alliance this year. To all our members, almost 27,000 of you, thank you! We are profoundly grateful that you stand with us.

As the UK prepared for a general election, we published our *Thinking faithfully about politics* research, designed to help Christians put their faith at the heart of how they engage with politics, and to help policymakers and the media to better understand evangelicals. Following the election, we continued to be a voice speaking up in government. Our members have united on important issues, spanning from the beginning to the end of life, in prayer and in action.

This year we released several new resources to equip our members to lead with confidence and compassion in challenging times, including the

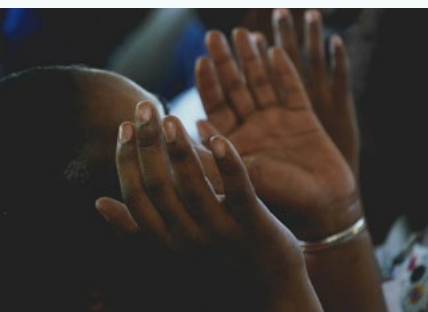
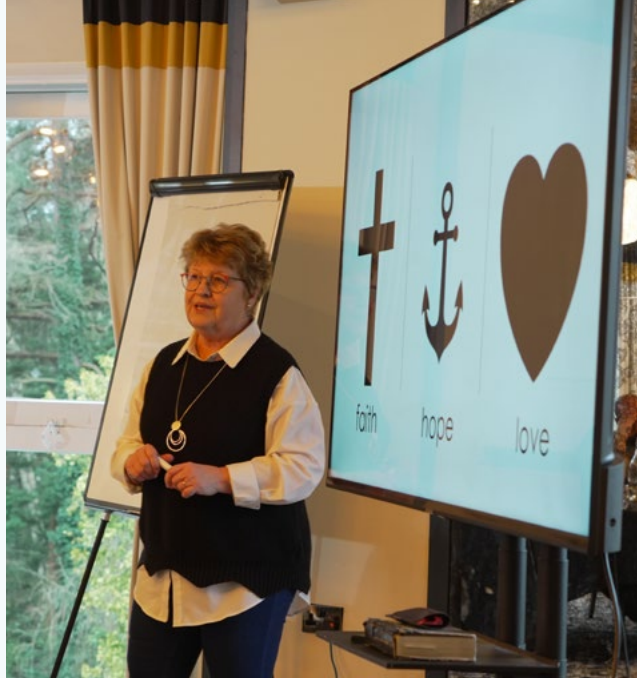
*Relationships Matter* course on the Bible, sexuality and same-sex relationships; *In Crisis* videos for church and organisation leaders; and *Visions of Justice and Hope*, a small group resource designed to facilitate conversations on racial justice. It has been a privilege to meet with hundreds of church leaders individually to support and encourage them too.

As we look ahead, I am reminded of the words Jesus prayed for His followers in John 17, which have always been foundational to the work of the Evangelical Alliance throughout our history, “that they may be one as we are one – I in them and you in me – so that they may be brought to complete unity. Then the world will know that you sent me.” Be assured I’m praying for you all as we seek to make Jesus known together.

Every blessing,

**Gavin Calver**  
CEO

# A year of making Jesus known together



## June

Hosted an online gathering to unite in prayer for the UK before the general election.



## August

Accepted 45 emerging leaders onto our Public Leader programme.

## October

Held gatherings for church leaders in Crawley, Eastbourne, Brighton, Portsmouth, Southampton and Bournemouth.

## May

Published *Thinking faithfully about politics* and other resources to help Christians live out their faith ahead of the general election.

**170**  
TV, radio  
and podcast  
appearances

## September

Held South Asian Forum leaders gathering, exploring how we can better understand other cultures and South Asian religions.



One of  
**15**  
resources  
produced  
this year





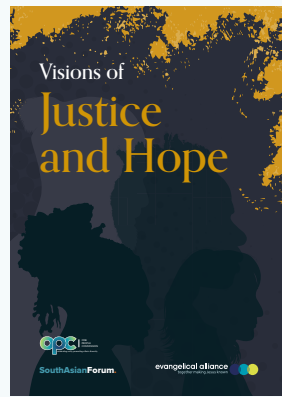
Hosted or co-hosted  
**92**  
in-person and  
**59**  
online events  
this year

### October

Published Three ways to pray for church leaders on our website, which has been visited over 2,000 times.

### December

Launched *Visions of Justice and Hope*, a new small group study guide offering an insightful journey into racial justice.



### March

Partnered with Hope Together to explore how we can share the Easter story with toddlers at our online Talking Toddlers event and to discuss evangelism in our online Perspective conversation on pioneering for everyone.



Around  
**400**  
speaking  
engagements  
this year

### November

Co-hosted the livestreamed gathering for the International Day of Prayer for the Persecuted Church.

Supported a letter signed by more than 1,200 church and Christian leaders opposing the assisted suicide bill.

### January

Released the third instalment in our *God Unborn* series, *Joseph said yes*.



Around  
**1,000**  
one-to-one meetings  
with church and  
organisation  
leaders



Engaged with  
**25+**  
politicians  
on issues that  
matter to our  
members

# Financial review

“Rejoice always, pray continually, give thanks in all circumstances; for this is God’s will for you in Christ Jesus.”

1 Thessalonians 5:16–18

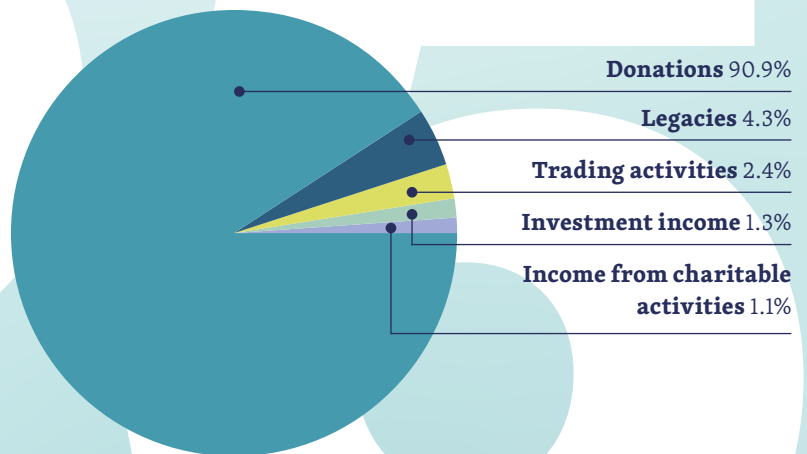
## INCOME

£3,004,210\*

up from £2,900,520 last year\*

We are so thankful to God for a good year in terms of overall income growth. This is largely thanks to our rising membership numbers, particularly among individuals. We are also grateful for the 12% increase in income from the various charitable trusts who partnered with us during the year.

\*Includes gains on investment of £790 (2024: £926)



## EXPENDITURE

£3,271,252

up from £2,931,152 last year

Unity and mission initiatives 39.6%

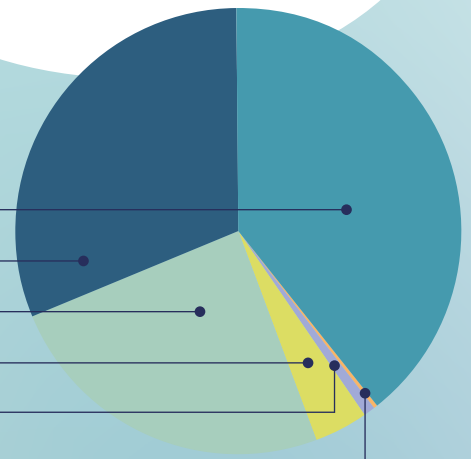
Communications and membership 31.0%

Advocacy initiatives 24.5%

Fundraising and publicity 4.0%

Income generation 0.8%

Property and IT projects 0.1%



Expenditure during the year has increased across our charitable activities and in line with our strategic objectives. The continuing increase in membership numbers has inevitably generated increased costs to support that membership, although the overall percentage of costs for this department has not increased.

# Terms & conditions and how to apply



<b>Role:</b>	Scotland associate (graduate scheme)
<b>Location:</b>	Glasgow, Scotland
<b>Pay:</b>	Real Living Wage, currently £13.45/hour (paid monthly and will vary according to the pay period)
<b>Hours:</b>	21 hours (3 days) per week, negotiable
<b>Contract type:</b>	Temporary 37-week contract, to include up to 10.5 days' holiday (depending on contractual hours) some of which must be taken during the Christmas break
<b>Scheme dates:</b>	7 September 2026 – 21 May 2027
<b>Applications closing date:</b>	9am, Monday 1 June 2026
<b>Interviews:</b>	Likely to take place from 15 June 2026 in Glasgow

To apply, either download the [application form](#) and email it to [hr@eauk.org](mailto:hr@eauk.org) or complete our [online form](#).

For an informal conversation about this role, please email [hr@eauk.org](mailto:hr@eauk.org) and we will arrange for someone to speak with you.

The application form involves submitting some general background information. At the end, you will be asked for other information. Please use this space to show how you meet the role criteria and address the following questions, bearing in mind the experience, skills and abilities we are looking for:

1. How did you come to know Jesus?
2. What do you think you can bring to the role?
3. What would you like to achieve through the graduate scheme?
4. What is your dream for Scotland?
5. Describe yourself in five words.

*Should you wish to be considered for more than one role on our graduate scheme you will only need to complete the application form once. You should make it clear on the application form which roles you wish to apply for. Some roles request that you answer specific questions and you will need to ensure that you do this for each role for which you wish to be considered.*

All applicants must be committed to the [Basis of faith](#), [Ethos statement](#) and [vision and mission](#) of the Evangelical Alliance.

Please read our [privacy notice](#) for details of our use of your information.

**This post is subject to an Occupational Requirement that the postholder is a committed evangelical Christian under Part 1 of Schedule 9 to the Equality Act 2010.**